

Table 30. Leave benefits: Access, civilian workers,¹ National Compensation Survey, March 2009

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid jury duty leave
All workers	76	66	75	73
Worker characteristics				
Management, professional, and related	79	86	74	88
Management, business, and financial	95	90	94	90
Professional and related	73	85	67	87
Teachers	35	84	17	89
Primary, secondary, and special education school teachers	32	91	13	93
Registered nurses	82	78	80	84
Service	57	49	63	57
Protective service	74	66	78	79
Sales and office	82	69	81	75
Sales and related	71	56	72	67
Office and administrative support	88	76	86	79
Natural resources, construction, and maintenance	79	53	78	60
Construction, extraction, farming, fishing, and forestry	67	39	66	47
Installation, maintenance, and repair	92	69	91	74
Production, transportation, and material moving ...	84	53	82	70
Production	91	53	90	73
Transportation and material moving	77	54	75	68
Full time	87	77	86	81
Part time	38	28	36	46
Union	79	82	73	90
Nonunion	75	63	76	70
Wage percentiles:²				
Lowest 10 percent	37	22	43	38
Lowest 25 percent	54	37	56	50
Second 25 percent	84	68	83	76
Third 25 percent	89	77	88	81
Highest 25 percent	80	86	77	88
Highest 10 percent	77	88	74	91
Establishment characteristics				
Goods-producing industries	87	53	86	70
Service-providing industries	74	68	73	73
Education and health services	72	82	66	86
Educational services	54	87	40	90
Elementary and secondary schools	44	90	27	92
Junior colleges, colleges, and universities	79	86	69	91
Health care and social assistance	85	78	85	82
Hospitals	89	88	91	92
Public administration	87	89	88	90

See footnotes at end of table.

Table 30. Leave benefits: Access, civilian workers,¹ National Compensation Survey, March 2009—Continued

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid jury duty leave
1 to 99 workers	69	53	70	59
1 to 49 workers	68	52	69	56
50 to 99 workers	74	56	75	67
100 workers or more	81	77	79	85
100 to 499 workers	81	70	80	80
500 workers or more	82	84	78	91
Geographic areas				
New England	75	73	73	82
Middle Atlantic	78	71	76	81
East North Central	76	60	74	73
West North Central	74	66	73	70
South Atlantic	78	64	78	74
East South Central	77	63	77	72
West South Central	75	65	75	70
Mountain	71	62	72	67
Pacific	74	70	75	67

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

² The percentile groupings are based on the average wage for each occupation surveyed, which may include workers both above and below the threshold. The percentile values are based on the

estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2008." See Technical Note for more details.

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

Table 31. Paid holidays: Number of days provided, civilian workers,¹ National Compensation Survey, March 2009

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays											Mean number of days	Median number of days
	Less than 6 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
All workers	9	22	12	12	9	14	9	6	3	1	3	8	8
Worker characteristics													
Management, professional, and related	3	14	11	12	10	19	11	9	4	2	4	9	9
Management, business, and financial	1	11	8	12	11	24	13	9	5	2	5	10	10
Professional and related	4	15	12	13	10	16	10	9	4	2	4	9	9
Teachers	11	13	6	5	7	12	16	9	5	4	11	10	10
Primary, secondary, and special education school teachers	13	19	6	4	—	15	12	6	5	—	12	10	10
Registered nurses	5	34	19	15	8	7	4	5	2	1	1	8	7
Service	19	21	11	11	7	8	8	6	4	2	4	8	7
Protective service	4	12	6	5	8	15	17	13	13	3	4	10	11
Sales and office	9	29	11	11	9	15	6	5	2	1	2	8	8
Sales and related	17	44	11	8	6	7	3	2	(²)	(²)	—	7	6
Office and administrative support	5	21	11	13	10	19	8	6	3	1	2	9	8
Natural resources, construction, and maintenance	11	25	16	12	8	11	8	4	3	1	2	8	7
Construction, extraction, farming, fishing, and forestry	16	27	13	12	9	9	6	4	2	1	2	8	7
Installation, maintenance, and repair	7	24	18	12	8	12	9	5	3	1	2	8	8
Production, transportation, and material moving	9	21	12	13	11	14	9	4	2	1	3	8	8
Production	7	14	12	13	12	16	11	6	3	1	4	9	9
Transportation and material moving	11	29	11	14	10	11	6	3	1	1	2	8	7
Full time	7	20	12	12	10	15	9	7	3	1	3	9	8
Part time	27	32	9	9	5	8	3	2	1	1	2	7	6
Union	3	11	7	9	9	14	14	12	9	3	7	10	10
Nonunion	10	24	12	13	9	14	8	5	2	1	2	8	8
Wage percentiles:³													
Lowest 10 percent	38	30	11	9	5	2	3	1	—	—	—	6	6
Lowest 25 percent	24	34	12	10	6	7	4	2	(²)	(²)	1	7	6
Second 25 percent	9	26	13	13	10	13	7	4	2	1	2	8	8
Third 25 percent	5	17	11	12	10	17	11	7	4	2	3	9	9
Highest 25 percent	3	12	10	12	10	19	11	10	5	2	5	10	10
Highest 10 percent	2	9	9	12	11	21	13	11	5	2	5	10	10
Establishment characteristics													
Goods-producing industries	7	16	10	12	12	17	12	7	3	1	3	9	9
Service-providing industries	10	23	12	12	8	14	8	6	3	1	3	8	8
Education and health services	6	23	12	12	7	10	8	7	4	3	7	9	8
Educational services	6	6	3	5	7	13	14	11	10	7	16	11	11
Elementary and secondary schools	9	11	4	3	7	13	12	10	10	6	15	11	11
Junior colleges, colleges, and universities	2	1	2	8	7	10	17	14	12	10	18	12	12
Health care and social assistance	6	31	16	15	8	9	5	4	1	1	3	8	7
Hospitals	5	36	18	15	7	5	4	6	2	1	1	8	7
Public administration	(²)	—	—	1	9	16	22	24	18	4	4	11	12

See footnotes at end of table.

Table 31. Paid holidays: Number of days provided, civilian workers,¹ National Compensation Survey, March 2009—Continued

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays											Mean number of days	Median number of days
	Less than 6 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
1 to 99 workers	13	25	15	12	9	14	5	3	1	1	1	8	7
1 to 49 workers	14	25	15	13	9	14	5	3	1	1	1	8	7
50 to 99 workers	12	24	16	12	11	12	7	4	1	1	1	8	7
100 workers or more	6	19	9	12	9	15	11	8	5	2	4	9	9
100 to 499 workers	7	24	11	13	10	13	10	6	3	1	2	8	8
500 workers or more	5	15	7	10	8	16	12	11	6	3	6	10	10
Geographic areas													
New England	5	14	7	9	9	23	15	11	4	1	3	9	10
Middle Atlantic	7	16	11	11	10	13	10	10	4	2	5	9	9
East North Central	7	24	14	11	10	14	6	5	2	2	4	8	8
West North Central	7	28	15	12	7	12	11	4	2	1	1	8	8
South Atlantic	11	24	11	10	9	15	9	7	2	1	1	8	8
East South Central	20	23	9	16	5	9	5	5	1	1	5	8	7
West South Central	13	22	11	11	11	14	8	3	2	1	4	8	8
Mountain	8	24	11	18	8	13	10	4	3	—	1	8	8
Pacific	8	17	11	14	9	16	8	6	6	2	2	9	9

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

² Less than 0.5 percent.

³ The percentile groupings are based on the average wage for each occupation surveyed, which may include workers both above and below the threshold. The percentile values are based on the estimates published in the "National Compensation Survey:

Occupational Earnings in the United States, 2008." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

Table 32. Paid sick leave: Type of provision, civilian workers,¹ National Compensation Survey, March 2009

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year ²	As needed ³	Other basis ⁴
All workers	71	8	21
Worker characteristics			
Management, professional, and related	70	10	20
Management, business, and financial	69	11	21
Professional and related	70	10	20
Teachers	82	4	14
Primary, secondary, and special education school teachers	83	3	14
Registered nurses	64	5	31
Service	71	4	25
Protective service	77	6	17
Sales and office	73	8	19
Sales and related	78	9	13
Office and administrative support	70	8	22
Natural resources, construction, and maintenance	68	11	20
Construction, extraction, farming, fishing, and forestry	71	12	17
Installation, maintenance, and repair	67	11	23
Production, transportation, and material moving	75	6	19
Production	72	6	22
Transportation and material moving	77	7	16
Full time	71	8	20
Part time	71	7	22
Union	79	6	15
Nonunion	69	9	22
Wage percentiles:⁵			
Lowest 10 percent	64	9	27
Lowest 25 percent	72	6	21
Second 25 percent	72	6	22
Third 25 percent	72	8	20
Highest 25 percent	69	11	20
Highest 10 percent	71	12	17
Establishment characteristics			
Goods-producing industries	67	12	21
Service-providing industries	72	8	20
Education and health services	72	4	24
Educational services	83	4	14
Elementary and secondary schools	83	2	15
Junior colleges, colleges, and universities	82	6	12
Health care and social assistance	63	4	33
Hospitals	59	3	38
Public administration	80	5	15

See footnotes at end of table.

Table 32. Paid sick leave: Type of provision, civilian workers,¹ National Compensation Survey, March 2009—Continued

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year ²	As needed ³	Other basis ⁴
1 to 99 workers	71	12	18
1 to 49 workers	69	14	17
50 to 99 workers	75	6	18
100 workers or more	72	6	22
100 to 499 workers	72	7	21
500 workers or more	71	6	23
Geographic areas			
New England	66	11	23
Middle Atlantic	77	9	13
East North Central	68	9	23
West North Central	73	9	18
South Atlantic	69	7	24
East South Central	60	—	—
West South Central	74	7	19
Mountain	73	8	20
Pacific	74	8	18

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

² Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.

³ Plan does not specify maximum number of days.

⁴ Includes sick leave plans, such as those available as part of consolidated leave plans, which may also provide vacations, personal leave, etc.

⁵ The percentile groupings are based on the

average wage for each occupation surveyed, which may include workers both above and below the threshold. The percentile values are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2008." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

Table 33. Paid sick leave: Number of annual days by service requirement,¹ civilian workers,² National Compensation Survey, March 2009

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Paid sick leave days by length of service ³					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
After 1 year							
All workers	16	46	31	6	1	8	6
Full time	14	46	32	6	1	9	6
Part time	28	45	23	4	—	7	6
Union	13	25	48	13	(⁴)	10	10
Nonunion	16	52	27	4	1	8	6
1 to 99 workers	22	56	20	3	—	7	5
1 to 49 workers	23	55	20	2	—	7	5
50 to 99 workers	20	57	19	4	—	7	6
100 workers or more	12	41	38	8	1	9	9
100 to 499 workers	15	52	27	6	(⁴)	8	6
500 workers or more	10	31	47	10	2	11	10
After 5 years							
All workers	14	46	32	7	1	9	6
Full time	13	46	33	7	1	9	7
Part time	27	45	24	4	—	7	6
Union	12	25	48	14	1	10	10
Nonunion	15	51	28	5	1	8	6
1 to 99 workers	20	54	22	4	(⁴)	7	6
1 to 49 workers	21	53	23	3	(⁴)	7	5
50 to 99 workers	18	56	20	6	—	7	6
100 workers or more	11	41	38	9	2	10	9
100 to 499 workers	14	52	26	7	1	8	6
500 workers or more	9	32	47	10	3	11	10

See footnotes at end of table.

Table 33. Paid sick leave: Number of annual days by service requirement,¹ civilian workers,² National Compensation Survey, March 2009—Continued

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Paid sick leave days by length of service ³					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
After 10 years							
All workers	14	45	32	7	1	9	7
Full time	13	45	33	8	2	9	7
Part time	27	44	25	4	—	7	6
Union	12	25	47	14	1	10	10
Nonunion	15	51	28	5	2	9	6
1 to 99 workers	20	53	22	4	(⁴)	7	6
1 to 49 workers	20	53	23	4	1	7	5
50 to 99 workers	18	56	20	6	—	7	6
100 workers or more	11	40	38	9	2	10	9
100 to 499 workers	14	52	27	7	1	9	6
500 workers or more	9	32	47	10	3	12	10
After 20 years							
All workers	14	45	32	7	2	9	7
Full time	13	45	33	8	2	10	7
Part time	27	44	25	4	—	7	6
Union	12	25	48	14	1	11	10
Nonunion	15	51	28	5	2	9	6
1 to 99 workers	20	53	22	4	(⁴)	7	6
1 to 49 workers	20	53	23	4	1	7	5
50 to 99 workers	18	55	21	6	—	7	6
100 workers or more	11	40	38	9	2	11	9
100 to 499 workers	13	52	27	7	1	9	6
500 workers or more	9	31	47	11	3	12	10

¹ Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression.

² Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

³ Employees eligible for paid sick leave but who have not fulfilled the minimum service requirement are included as receiving 0 days.

⁴ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

Table 34. Paid vacations:¹ Number of annual days by service requirement, civilian workers,² National Compensation Survey, March 2009

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacations days by length of service ³						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
After 1 year								
All workers	7	35	39	11	6	2	10	10
Full time	4	34	42	12	6	2	10	10
Part time	27	45	18	4	5	1	7	5
Union	4	34	45	9	5	2	10	10
Nonunion	7	36	38	11	6	2	10	10
1 to 99 workers	9	46	35	7	3	1	8	5
1 to 49 workers	9	46	35	7	3	(⁴)	8	5
50 to 99 workers	8	45	37	7	2	—	8	7
100 workers or more	5	27	42	14	8	3	11	10
100 to 499 workers	7	37	38	11	4	2	9	10
500 workers or more	4	17	45	18	12	4	13	10
After 5 years								
All workers	2	9	36	36	11	6	14	15
Full time	1	7	36	38	12	6	14	15
Part time	11	28	32	18	4	6	11	10
Union	1	6	38	41	8	6	14	15
Nonunion	2	10	36	34	12	6	14	15
1 to 99 workers	3	15	42	31	7	2	12	10
1 to 49 workers	3	17	41	30	7	3	12	10
50 to 99 workers	2	10	45	34	7	2	12	11
100 workers or more	2	5	31	39	14	9	15	15
100 to 499 workers	2	7	39	36	10	5	14	15
500 workers or more	1	3	24	41	19	12	17	15

See footnotes at end of table.

Table 34. Paid vacations:¹ Number of annual days by service requirement, civilian workers,² National Compensation Survey, March 2009—Continued

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacations days by length of service ³						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
After 10 years								
All workers	2	7	15	43	23	12	17	15
Full time	1	5	14	44	24	12	17	15
Part time	10	21	18	31	12	8	13	15
Union	1	3	9	55	22	9	17	15
Nonunion	2	7	16	40	23	12	17	15
1 to 99 workers	2	12	22	40	18	5	14	15
1 to 49 workers	3	13	25	37	17	5	14	15
50 to 99 workers	2	9	17	47	21	5	15	15
100 workers or more	1	3	9	45	26	16	18	17
100 to 499 workers	2	4	11	51	22	10	17	15
500 workers or more	1	2	7	38	29	22	20	20
After 20 years								
All workers	2	6	12	17	38	25	19	20
Full time	1	5	12	17	40	26	20	20
Part time	10	18	15	15	26	16	15	15
Union	1	2	5	11	46	35	22	21
Nonunion	2	7	13	18	37	23	19	20
1 to 99 workers	2	11	20	24	30	13	16	15
1 to 49 workers	2	13	22	23	28	12	16	15
50 to 99 workers	2	8	14	24	36	16	17	20
100 workers or more	1	2	6	12	44	34	22	20
100 to 499 workers	2	3	8	16	47	24	20	20
500 workers or more	1	1	4	8	42	43	23	23

¹ Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression. Fractional vacation amounts were rounded to the nearest full number of days.

² Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

³ Employees eligible for paid vacations but who have not fulfilled the minimum service requirement are included as receiving 0 days.

⁴ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

Table 30. Leave benefits: Access, private industry workers, National Compensation Survey, March 2009

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid jury duty leave
All workers	77	61	78	70
Worker characteristics				
Management, professional, and related	89	84	87	86
Management, business, and financial	96	89	96	89
Professional and related	85	82	83	85
Service	53	42	61	51
Protective service	59	35	65	62
Sales and office	81	66	80	73
Sales and related	71	56	72	67
Office and administrative support	88	74	86	78
Natural resources, construction, and maintenance	77	49	76	56
Construction, extraction, farming, fishing, and forestry	64	33	63	42
Installation, maintenance, and repair	91	67	91	72
Production, transportation, and material moving ...	84	52	83	70
Production	91	52	90	72
Transportation and material moving	78	52	76	67
Full time	89	73	91	78
Part time	39	26	38	44
Union	86	69	85	83
Nonunion	76	61	77	68
Wage percentiles:¹				
Lowest 10 percent	36	21	42	37
Lowest 25 percent	52	33	55	47
Second 25 percent	84	64	85	73
Third 25 percent	89	73	89	78
Highest 25 percent	88	81	88	85
Highest 10 percent	88	84	88	88
Establishment characteristics				
Goods-producing industries	87	52	86	70
Construction	66	35	65	41
Manufacturing	95	59	95	81
Service-providing industries	75	63	76	70
Trade, transportation, and utilities	79	61	79	72
Wholesale trade	93	77	93	77
Retail trade	73	52	73	67
Transportation and warehousing	80	66	83	78
Utilities	98	94	96	92

See footnotes at end of table.

Table 30. Leave benefits: Access, private industry workers, National Compensation Survey, March 2009—Continued

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid jury duty leave
Information	92	89	90	90
Financial activities	92	88	92	88
Finance and insurance	94	91	94	92
Credit intermediation and related activities	96	93	96	93
Insurance carriers and related activities	93	89	94	92
Real estate and rental and leasing	85	81	83	75
Professional and business services	81	64	77	68
Professional and technical services	89	84	90	82
Administrative and waste services	68	38	59	47
Education and health services	82	77	80	82
Educational services	64	76	54	82
Junior colleges, colleges, and universities	81	82	73	93
Health care and social assistance	84	77	84	82
Leisure and hospitality	39	31	53	39
Accommodation and food services	37	30	53	37
Other services	71	55	71	56
1 to 99 workers	69	52	71	58
1 to 49 workers	68	51	69	55
50 to 99 workers	74	54	76	65
100 workers or more	86	72	86	83
100 to 499 workers	84	67	84	79
500 workers or more	89	80	90	89
Geographic areas				
New England	78	70	77	80
Middle Atlantic	81	67	79	79
East North Central	77	56	78	71
West North Central	75	62	77	67
South Atlantic	78	59	80	71
East South Central	77	55	79	68
West South Central	80	61	79	67
Mountain	74	59	75	63
Pacific	74	65	77	61

¹ The percentile groupings are based on the average wage for each occupation surveyed, which may include workers both above and below the threshold. The percentile values are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United

States, 2008." See Technical Note for more details.

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

Table 31. Paid holidays: Number of days provided, private industry workers, National Compensation Survey, March 2009

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays											Mean number of days	Median number of days
	Less than 6 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
All workers	10	24	13	13	9	14	7	4	1	1	2	8	8
Worker characteristics													
Management, professional, and related	2	16	13	15	11	20	10	7	2	1	3	9	9
Management, business, and financial	1	12	10	13	11	25	11	8	3	2	4	10	10
Professional and related	3	17	15	16	11	17	9	7	2	1	3	9	8
Service	24	27	13	13	6	6	5	3	1	(¹)	2	7	6
Protective service	—	35	—	—	—	—	3	2	—	—	—	7	7
Sales and office	10	31	12	12	9	15	5	3	1	(¹)	1	8	7
Sales and related	18	45	11	8	6	7	3	2	(¹)	(¹)	—	7	6
Office and administrative support	6	24	13	15	10	19	7	3	1	(¹)	1	8	8
Natural resources, construction, and maintenance	12	28	18	13	8	10	6	2	1	(¹)	1	7	7
Construction, extraction, farming, fishing, and forestry	18	31	15	13	9	8	3	1	1	—	1	7	7
Installation, maintenance, and repair	8	26	20	13	8	11	8	4	2	(¹)	1	8	7
Production, transportation, and material moving	9	22	12	14	12	13	9	4	2	1	3	8	8
Production	7	14	13	13	12	15	11	6	3	1	4	9	9
Transportation and material moving	12	31	12	15	10	11	5	2	1	1	1	7	7
Full time	7	23	13	14	10	15	8	5	2	1	2	8	8
Part time	29	35	10	9	5	8	3	2	(¹)	—	—	6	6
Union	3	15	11	14	11	15	12	7	4	2	6	9	9
Nonunion	11	26	13	13	9	14	7	4	1	1	2	8	8
Wage percentiles:²													
Lowest 10 percent	42	29	11	8	5	2	—	—	—	—	—	5	6
Lowest 25 percent	27	35	12	10	6	5	3	1	(¹)	—	—	6	6
Second 25 percent	10	31	14	15	9	12	6	2	1	(¹)	1	8	7
Third 25 percent	6	21	13	15	10	16	9	5	2	1	2	8	8
Highest 25 percent	3	14	12	14	11	21	10	7	2	1	4	9	9
Highest 10 percent	1	11	10	13	12	23	12	9	3	1	3	9	10
Establishment characteristics													
Goods-producing industries	7	16	10	13	13	17	11	6	3	1	3	9	9
Construction	18	35	17	14	8	3	3	—	1	—	—	7	6
Manufacturing	4	10	9	12	13	19	14	9	4	1	4	10	10
Service-providing industries	11	27	14	14	9	14	6	4	1	1	2	8	7
Trade, transportation, and utilities	14	39	12	10	8	9	4	2	1	(¹)	1	7	6
Wholesale trade	3	21	20	16	12	14	5	4	—	1	3	8	8
Retail trade	21	54	10	6	4	2	1	1	—	—	—	6	6
Transportation and warehousing	8	23	8	17	13	19	8	3	1	—	—	8	8
Utilities	—	—	—	6	20	16	16	—	16	—	—	10	11

See footnotes at end of table.

Table 31. Paid holidays: Number of days provided, private industry workers, National Compensation Survey, March 2009—Continued

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays											Mean number of days	Median number of days
	Less than 6 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
Information	—	14	34	13	8	15	12	4	—	—	—	8	8
Financial activities	1	12	8	13	12	36	11	4	1	1	1	9	10
Finance and insurance	1	9	6	14	13	42	9	5	1	—	(¹)	9	10
Credit intermediation and related activities	—	11	4	6	7	59	7	3	2	—	(¹)	9	10
Insurance carriers and related activities	—	7	12	26	17	20	10	7	—	—	—	9	9
Real estate and rental and leasing	4	22	13	11	12	11	21	—	—	—	—	8	9
Professional and business services	7	19	12	17	11	19	6	6	—	—	2	8	8
Professional and technical services	2	7	13	23	15	24	7	8	—	—	—	9	9
Administrative and waste services	16	35	12	12	6	10	4	2	—	—	—	7	6
Education and health services	6	29	16	15	8	9	6	4	2	1	4	8	7
Educational services	2	1	3	7	5	13	19	14	9	8	17	12	11
Junior colleges, colleges, and universities	1	1	2	7	5	8	22	15	11	12	17	12	12
Health care and social assistance	6	33	18	16	8	9	5	2	1	(¹)	3	8	7
Leisure and hospitality	41	16	14	15	4	4	5	—	—	—	—	6	6
Accommodation and food services	47	16	13	14	4	2	3	—	—	—	—	5	6
Other services	10	24	13	14	8	12	5	6	4	2	2	8	8
1 to 99 workers	14	26	16	13	9	13	5	2	1	1	1	7	7
1 to 49 workers	14	26	15	13	9	14	4	2	1	1	1	7	7
50 to 99 workers	12	26	17	12	10	12	6	3	1	—	1	7	7
100 workers or more	7	23	11	14	10	15	9	6	2	1	3	9	8
100 to 499 workers	8	26	11	14	10	13	9	5	2	(¹)	2	8	8
500 workers or more	5	19	10	14	9	18	10	7	3	1	4	9	9
Geographic areas													
New England	6	15	7	9	10	24	15	9	2	1	3	9	10
Middle Atlantic	8	19	12	12	10	14	10	7	2	1	4	9	8
East North Central	6	27	16	12	10	13	5	3	2	1	4	8	8
West North Central	7	32	16	14	7	10	9	2	1	—	1	8	7
South Atlantic	13	27	13	12	9	15	5	4	1	(¹)	1	8	7
East South Central	22	27	12	17	6	8	4	2	—	—	—	7	7
West South Central	14	24	12	12	12	14	7	3	1	(¹)	—	8	7
Mountain	9	26	13	20	9	11	7	3	2	—	(¹)	8	8
Pacific	9	20	13	17	10	18	7	4	1	(¹)	1	8	8

¹ Less than 0.5 percent.

² The percentile groupings are based on the average wage for each occupation surveyed, which may include workers both above and below the threshold. The percentile values are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2008." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

Table 32. Paid sick leave: Type of provision, private industry workers, National Compensation Survey, March 2009

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year ¹	As needed ²	Other basis ³
All workers	69	9	22
Worker characteristics			
Management, professional, and related	65	13	23
Management, business, and financial	66	12	22
Professional and related	64	13	23
Service	67	4	29
Protective service	70	—	—
Sales and office	71	9	20
Sales and related	78	9	13
Office and administrative support	68	9	23
Natural resources, construction, and maintenance	66	13	21
Construction, extraction, farming, fishing, and forestry	68	15	17
Installation, maintenance, and repair	65	12	23
Production, transportation, and material moving ...	75	6	19
Production	72	6	22
Transportation and material moving	77	7	16
Full time	68	10	22
Part time	70	7	23
Union	75	8	17
Nonunion	68	10	23
Wage percentiles:⁴			
Lowest 10 percent	61	—	—
Lowest 25 percent	71	7	22
Second 25 percent	71	6	23
Third 25 percent	70	9	21
Highest 25 percent	65	13	22
Highest 10 percent	66	15	19
Establishment characteristics			
Goods-producing industries	67	12	21
Construction	67	18	15
Manufacturing	67	10	23
Service-providing industries	69	9	22
Trade, transportation, and utilities	79	9	12
Wholesale trade	75	13	12
Retail trade	83	7	9
Transportation and warehousing	74	5	20
Utilities	64	—	—

See footnotes at end of table.

Table 32. Paid sick leave: Type of provision, private industry workers, National Compensation Survey, March 2009—Continued

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year ¹	As needed ²	Other basis ³
Information	58	22	20
Financial activities	67	9	24
Finance and insurance	67	8	25
Credit intermediation and related activities	74	5	20
Insurance carriers and related activities	54	10	36
Real estate and rental and leasing	69	13	18
Professional and business services	67	14	19
Professional and technical services	64	19	18
Administrative and waste services	74	6	19
Education and health services	64	5	31
Educational services	78	9	13
Junior colleges, colleges, and universities	77	10	13
Health care and social assistance	62	4	34
Leisure and hospitality	59	—	—
Accommodation and food services	55	—	—
Other services	76	7	17
1 to 99 workers	70	12	18
1 to 49 workers	68	14	17
50 to 99 workers	75	7	18
100 workers or more	68	7	25
100 to 499 workers	70	7	23
500 workers or more	65	7	28
Geographic areas			
New England	62	12	26
Middle Atlantic	75	11	14
East North Central	65	10	25
West North Central	70	11	19
South Atlantic	69	8	23
East South Central	50	—	—
West South Central	72	8	20
Mountain	69	9	22
Pacific	71	8	20

¹ Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.

² Plan does not specify maximum number of days.

³ Includes sick leave plans, such as those available as part of consolidated leave plans, which may also provide vacations, personal leave, etc.

⁴ The percentile groupings are based on the average wage for each occupation surveyed, which may include workers both above and below the threshold. The percentile values are based on the

estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2008." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

Table 33. Paid sick leave: Number of annual days by service requirement,¹ private industry workers, National Compensation Survey, March 2009

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Paid sick leave days by length of service ²					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
After 1 year							
All workers	18	56	22	3	1	8	6
Full time	16	57	23	3	1	8	6
Part time	31	50	17	2	—	6	5
Union	20	44	29	6	(³)	8	6
Nonunion	17	58	21	3	1	8	6
1 to 99 workers	23	59	17	2	—	6	5
1 to 49 workers	24	57	18	1	—	6	5
50 to 99 workers	21	63	14	2	—	6	6
100 workers or more	13	54	27	4	1	9	6
100 to 499 workers	17	62	18	3	(³)	7	6
500 workers or more	9	45	37	6	3	11	7
After 5 years							
All workers	16	56	24	3	2	8	6
Full time	14	56	24	4	2	8	6
Part time	30	51	17	2	—	6	5
Union	17	46	30	5	2	9	6
Nonunion	16	57	23	3	2	8	6
1 to 99 workers	21	57	19	2	(³)	7	5
1 to 49 workers	22	55	21	2	(³)	7	5
50 to 99 workers	19	61	16	4	—	7	6
100 workers or more	12	55	27	4	3	9	6
100 to 499 workers	15	62	18	3	1	7	6
500 workers or more	7	46	37	5	5	12	8

See footnotes at end of table.

Table 33. Paid sick leave: Number of annual days by service requirement,¹ private industry workers, National Compensation Survey, March 2009—Continued

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Paid sick leave days by length of service ²					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
After 10 years							
All workers	16	55	24	4	2	9	6
Full time	14	56	25	4	2	9	6
Part time	29	49	19	2	—	6	6
Union	17	46	30	5	2	9	6
Nonunion	15	56	23	3	2	9	6
1 to 99 workers	21	56	19	3	(³)	7	5
1 to 49 workers	21	55	21	3	1	7	5
50 to 99 workers	19	61	16	4	—	7	6
100 workers or more	11	54	28	4	3	10	6
100 to 499 workers	15	61	19	3	1	8	6
500 workers or more	7	45	38	5	5	13	8
After 20 years							
All workers	15	55	24	4	2	9	6
Full time	14	56	25	4	2	9	6
Part time	30	49	19	2	—	6	6
Union	17	46	30	6	2	9	6
Nonunion	15	56	23	3	2	9	6
1 to 99 workers	21	56	20	3	(³)	7	5
1 to 49 workers	21	55	21	3	1	7	5
50 to 99 workers	19	61	17	4	—	7	6
100 workers or more	11	54	28	4	3	11	6
100 to 499 workers	15	62	19	3	1	8	6
500 workers or more	7	45	38	5	5	13	9

¹ Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression.

² Employees eligible for paid sick leave but who have not fulfilled the minimum service requirement are included as receiving 0 days.

³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

Table 34. Paid vacations: Number of annual days by service requirement,¹ private industry workers, National Compensation Survey, March 2009

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacations days by length of service ²						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
After 1 year								
All workers	7	39	36	10	6	2	9	10
Full time	4	38	39	11	6	2	10	10
Part time	29	46	16	3	4	1	7	5
Union	5	45	38	6	4	2	9	10
Nonunion	8	38	36	11	6	2	9	10
1 to 99 workers	9	47	34	7	2	1	8	5
1 to 49 workers	9	47	34	7	3	(³)	8	5
50 to 99 workers	8	47	36	6	2	—	8	—
100 workers or more	6	31	38	14	8	3	11	10
100 to 499 workers	7	40	36	11	4	2	9	10
500 workers or more	3	20	41	18	14	4	12	10
After 5 years								
All workers	2	10	37	34	11	6	14	15
Full time	1	8	38	36	12	6	14	15
Part time	11	29	31	18	4	6	11	10
Union	1	6	45	34	7	6	14	12
Nonunion	2	11	36	33	11	6	14	15
1 to 99 workers	3	15	42	30	7	2	12	10
1 to 49 workers	3	17	41	30	7	3	12	10
50 to 99 workers	2	11	46	32	7	2	12	10
100 workers or more	2	6	33	36	14	9	15	15
100 to 499 workers	2	8	40	35	10	5	14	15
500 workers or more	1	3	24	38	20	14	17	15

See footnotes at end of table.

Table 34. Paid vacations: Number of annual days by service requirement,¹ private industry workers, National Compensation Survey, March 2009—Continued

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacations days by length of service ²						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
After 10 years								
All workers	2	7	16	41	22	12	17	15
Full time	1	5	15	43	23	13	17	15
Part time	10	22	19	30	12	8	13	15
Union	1	3	10	57	19	9	17	15
Nonunion	2	8	17	39	22	12	16	15
1 to 99 workers	2	12	23	39	18	5	14	15
1 to 49 workers	3	13	25	36	17	5	14	15
50 to 99 workers	2	9	17	46	21	5	15	15
100 workers or more	1	3	9	43	25	18	18	15
100 to 499 workers	2	4	11	51	22	11	17	15
500 workers or more	1	2	7	33	30	27	20	20
After 20 years								
All workers	2	7	13	18	37	24	19	20
Full time	1	5	13	18	38	25	19	20
Part time	10	19	16	15	24	16	15	15
Union	1	2	6	11	45	35	21	20
Nonunion	2	7	14	18	36	23	19	20
1 to 99 workers	2	12	20	24	29	13	16	15
1 to 49 workers	3	13	22	24	27	12	15	15
50 to 99 workers	2	8	15	25	36	15	17	20
100 workers or more	1	2	7	11	43	35	22	20
100 to 499 workers	2	3	8	16	47	24	20	20
500 workers or more	1	1	5	6	39	48	24	24

¹ Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression. Fractional vacation amounts were rounded to the nearest full number of days.

² Employees eligible for paid vacations but who have not fulfilled the minimum

service requirement are included as receiving 0 days.

³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

Table 30. Leave benefits: Access, State and local government workers, National Compensation Survey, March 2009

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid jury duty leave
All workers	68	89	60	91
Worker characteristics				
Management, professional, and related	56	90	44	92
Professional and related	51	90	37	92
Teachers	32	88	12	91
Primary, secondary, and special education school teachers	28	93	9	95
Registered nurses	81	92	79	93
Service	77	85	75	88
Protective service	86	89	87	92
Sales and office	87	90	85	91
Office and administrative support	87	91	86	92
Natural resources, construction, and maintenance	95	94	95	91
Production, transportation, and material moving ...	76	88	64	87
Full time	75	98	67	97
Part time	31	42	20	58
Union	70	97	57	98
Nonunion	66	83	62	85
Wage percentiles: ¹				
Lowest 10 percent	46	60	39	67
Lowest 25 percent	63	75	55	79
Second 25 percent	87	92	84	93
Third 25 percent	77	94	72	94
Highest 25 percent	51	96	37	97
Highest 10 percent	47	98	35	97
Establishment characteristics				
Service-providing industries	68	89	60	91
Education and health services	56	90	43	92
Educational services	51	90	36	92
Elementary and secondary schools	43	90	27	93
Junior colleges, colleges, and universities	78	88	66	89
Health care and social assistance	91	91	91	91
Hospitals	93	92	94	91
Public administration	87	89	88	90
1 to 99 workers	70	79	66	81
1 to 49 workers	69	73	69	76
50 to 99 workers	71	88	63	87
100 workers or more	67	91	59	92
100 to 499 workers	63	87	59	87
500 workers or more	69	92	59	94

See footnotes at end of table.

Table 30. Leave benefits: Access, State and local government workers, National Compensation Survey, March 2009—Continued

(All workers = 100 percent)

Characteristics	Paid holidays	Paid sick leave	Paid vacations	Paid jury duty leave
State government	91	94	86	94
Local government	60	88	51	90
Geographic areas				
New England	55	87	49	89
Middle Atlantic	63	90	58	92
East North Central	65	85	53	88
West North Central	68	88	55	87
South Atlantic	78	93	67	91
East South Central	75	92	69	89
West South Central	53	86	52	88
Mountain	59	84	55	93
Pacific	76	93	67	96

¹ The percentile groupings are based on the average wage for each occupation surveyed, which may include workers both above and below the threshold. The percentile values are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United

States, 2008." See Technical Note for more details.

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

Table 31. Paid holidays: Number of days provided, State and local government workers, National Compensation Survey, March 2009

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays											Mean number of days	Median number of days
	Less than 6 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
All workers	4	5	3	3	8	15	17	18	13	5	9	11	11
Worker characteristics													
Management, professional, and related	6	7	3	4	9	14	16	16	12	5	9	11	11
Professional and related	7	9	3	4	8	14	14	16	11	5	9	11	11
Teachers	14	16	5	3	9	11	13	10	5	5	10	10	10
Primary, secondary, and special education school teachers	16	22	—	—	5	12	11	6	—	—	11	10	10
Registered nurses	5	11	4	—	6	—	—	17	8	6	4	10	10
Service	2	3	3	3	7	16	18	17	16	6	9	11	11
Protective service	1	—	1	2	8	17	24	18	20	5	5	11	11
Sales and office	1	2	3	3	8	15	18	22	14	6	8	11	12
Office and administrative support	1	2	2	3	8	15	18	22	14	6	8	12	12
Natural resources, construction, and maintenance	—	2	1	—	7	20	25	21	12	3	6	11	11
Production, transportation, and material moving ...	8	4	—	4	7	15	20	17	11	—	5	11	11
Full time	3	5	3	3	8	15	18	18	13	5	8	11	11
Part time	8	—	5	—	9	15	12	10	8	6	11	11	10
Union	3	6	2	1	6	12	17	20	18	6	8	11	12
Nonunion	4	4	3	5	9	18	18	16	9	5	9	11	11
Wage percentiles: ¹													
Lowest 10 percent	7	9	5	9	8	17	15	12	5	—	—	10	10
Lowest 25 percent	5	6	4	6	9	17	16	15	8	4	10	11	11
Second 25 percent	1	2	2	2	9	18	18	20	13	5	9	11	11
Third 25 percent	2	7	2	2	6	15	20	18	14	7	7	11	11
Highest 25 percent	7	5	3	3	7	11	15	17	18	5	9	11	11
Highest 10 percent	5	1	4	4	11	10	13	16	19	7	10	11	12
Establishment characteristics													
Service-providing industries	4	5	3	3	8	15	17	18	13	5	9	11	11
Education and health services	7	9	4	5	7	13	12	13	11	7	13	11	11
Educational services	7	8	3	4	7	13	12	10	11	7	16	11	11
Elementary and secondary schools	10	12	4	2	7	13	12	9	10	7	14	11	11
Junior colleges, colleges, and universities	2	1	—	—	8	—	—	13	13	8	18	12	12
Health care and social assistance	4	12	6	8	6	13	—	23	11	5	—	10	11
Hospitals	—	16	9	11	5	7	—	22	9	4	3	10	10
Public administration	(2)	—	—	1	9	16	22	24	18	4	4	11	12
1 to 99 workers	3	2	5	4	10	22	23	14	11	4	4	11	11
1 to 49 workers	—	—	—	6	5	26	25	16	11	4	4	11	11
50 to 99 workers	6	—	9	—	16	15	19	11	12	4	4	10	10
100 workers or more	4	5	2	3	7	14	17	18	13	6	9	11	11
100 to 499 workers	6	4	5	3	9	18	19	17	10	5	5	11	11
500 workers or more	3	6	2	3	7	13	16	19	15	6	11	11	11

See footnotes at end of table.

Table 31. Paid holidays: Number of days provided, State and local government workers, National Compensation Survey, March 2009—Continued

(All workers with paid holidays = 100 percent)

Characteristics	Paid holidays											Mean number of days	Median number of days
	Less than 6 days	6 days	7 days	8 days	9 days	10 days	11 days	12 days	13 days	14 days	Greater than 14 days		
State government	1	(²)	—	—	11	16	16	22	15	5	10	12	12
Local government	5	7	4	3	6	15	18	16	12	6	8	11	11
Geographic areas													
New England	—	—	4	—	—	16	14	27	29	2	4	12	12
Middle Atlantic	1	—	1	—	4	—	14	29	17	7	15	13	12
East North Central	7	2	4	3	16	23	10	17	6	7	3	10	10
West North Central	5	6	—	—	—	21	—	—	4	1	—	10	10
South Atlantic	2	12	2	2	—	14	23	22	9	3	—	10	11
East South Central	13	5	—	—	4	—	11	—	5	2	—	11	11
West South Central	3	4	4	6	7	13	18	7	6	8	24	12	11
Mountain	—	—	—	—	4	29	34	9	—	—	—	11	11
Pacific	2	—	2	—	—	10	15	13	30	10	8	12	12

¹ The percentile groupings are based on the average wage for each occupation surveyed, which may include workers both above and below the threshold. The percentile values are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2008." See Technical Note for more details.

² Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

Table 32. Paid sick leave: Type of provision, State and local government workers, National Compensation Survey, March 2009

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year ¹	As needed ²	Other basis ³
All workers	81	4	15
Worker characteristics			
Management, professional, and related	81	4	15
Professional and related	81	4	15
Teachers	83	3	14
Primary, secondary, and special education school teachers	83	2	14
Registered nurses	72	—	—
Service	80	4	16
Protective service	79	7	14
Sales and office	82	4	15
Office and administrative support	82	4	15
Natural resources, construction, and maintenance	79	4	17
Production, transportation, and material moving ...	78	4	18
Full time	81	4	15
Part time	77	6	18
Union	82	4	13
Nonunion	79	4	17
Wage percentiles: ⁴			
Lowest 10 percent	81	2	17
Lowest 25 percent	81	3	17
Second 25 percent	82	4	15
Third 25 percent	78	4	18
Highest 25 percent	82	5	13
Highest 10 percent	86	5	9
Establishment characteristics			
Service-providing industries	81	4	15
Education and health services	82	3	15
Educational services	84	2	14
Elementary and secondary schools	83	2	15
Junior colleges, colleges, and universities	85	4	11
Health care and social assistance	68	8	24
Hospitals	68	4	28
Public administration	80	5	15
1 to 99 workers	78	6	16
1 to 49 workers	79	7	14
50 to 99 workers	77	—	—
100 workers or more	81	4	15
100 to 499 workers	82	5	14
500 workers or more	81	3	16

See footnotes at end of table.

Table 32. Paid sick leave: Type of provision, State and local government workers, National Compensation Survey, March 2009—Continued

(All workers with paid sick leave = 100 percent)

Characteristics	Sick leave provision		
	Fixed number of days per year ¹	As needed ²	Other basis ³
State government	85	5	10
Local government	79	3	17
Geographic areas			
New England	86	—	—
Middle Atlantic	89	3	9
East North Central	81	6	13
West North Central	82	3	15
South Atlantic	70	3	27
East South Central	82	—	17
West South Central	81	4	15
Mountain	86	—	—
Pacific	83	5	12

¹ Employees earn or accrue a specified number of sick leave days per year. This number may vary by length of service.

² Plan does not specify maximum number of days.

³ Includes sick leave plans, such as those available as part of consolidated leave plans, which may also provide vacations, personal leave, etc.

⁴ The percentile groupings are based on the average wage for each occupation surveyed, which may include workers both above and below the threshold. The percentile values are based on the

estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2008." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

Table 33. Paid sick leave: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2009

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Paid sick leave days by length of service ²					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
After 1 year							
All workers	10	15	59	15	(³)	11	12
Full time	10	15	60	16	(³)	11	12
Part time	14	19	53	14	—	10	11
Union	8	10	63	18	(³)	11	12
Nonunion	12	20	55	13	—	10	12
1 to 99 workers	8	18	56	18	—	11	12
1 to 49 workers	6	21	55	17	—	11	12
50 to 99 workers	11	13	56	19	—	11	12
100 workers or more	10	15	60	15	(³)	11	12
100 to 499 workers	8	13	61	18	—	11	12
500 workers or more	11	15	59	14	(³)	11	12
After 5 years							
All workers	10	15	58	17	(³)	11	12
Full time	10	14	58	18	(³)	11	12
Part time	14	19	54	14	—	10	11
Union	8	9	62	21	(³)	12	12
Nonunion	12	20	54	14	—	10	12
1 to 99 workers	8	16	54	21	—	11	12
1 to 49 workers	—	19	54	21	—	11	12
50 to 99 workers	11	13	54	22	—	11	12
100 workers or more	10	14	58	17	(³)	11	12
100 to 499 workers	8	13	59	20	—	11	12
500 workers or more	11	15	58	16	(³)	11	12

See footnotes at end of table.

Table 33. Paid sick leave: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2009—Continued

(All workers with fixed number of days per year sick leave plans = 100 percent)

Characteristics	Paid sick leave days by length of service ²					Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 29 days	Greater than 29 days		
After 10 years							
All workers	10	15	57	18	(³)	11	12
Full time	10	15	57	18	(³)	11	12
Part time	13	19	54	14	—	10	11
Union	8	9	61	21	(³)	12	12
Nonunion	12	21	52	15	—	10	12
1 to 99 workers	8	17	53	22	—	11	12
1 to 49 workers	—	19	52	22	—	12	12
50 to 99 workers	11	13	53	23	—	11	12
100 workers or more	10	15	57	18	(³)	11	12
100 to 499 workers	8	12	59	21	—	12	12
500 workers or more	11	16	57	16	(³)	11	12
After 20 years							
All workers	10	15	57	18	1	11	12
Full time	9	15	57	18	1	11	12
Part time	13	19	54	14	—	10	11
Union	7	9	62	21	1	12	12
Nonunion	12	21	52	15	—	10	12
1 to 99 workers	8	17	52	23	—	11	12
1 to 49 workers	—	20	52	22	—	12	12
50 to 99 workers	11	13	52	24	—	11	12
100 workers or more	10	15	57	18	1	11	12
100 to 499 workers	8	12	59	20	2	12	12
500 workers or more	10	16	57	17	—	11	12

¹ Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression.

² Employees eligible for paid sick leave but who have not fulfilled the minimum service requirement are included as receiving 0 days.

³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.

Table 34. Paid vacations: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2009

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacations days by length of service ²						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
After 1 year								
All workers	5	12	57	16	8	2	12	12
Full time	5	11	58	16	8	2	12	12
Part time	7	29	41	12	—	—	11	10
Union	3	14	59	14	6	4	12	11
Nonunion	6	10	56	17	10	1	12	12
1 to 99 workers	6	18	60	11	4	—	11	10
1 to 49 workers	—	23	58	9	4	—	11	10
50 to 99 workers	8	10	64	14	4	—	11	11
100 workers or more	5	11	57	17	9	3	12	12
100 to 499 workers	5	14	59	14	7	—	12	11
500 workers or more	5	9	56	17	9	3	13	12
After 5 years								
All workers	2	4	27	49	13	5	15	15
Full time	2	4	26	50	13	5	15	15
Part time	—	10	46	27	—	6	13	12
Union	1	6	24	53	9	7	15	15
Nonunion	3	2	30	46	15	4	15	15
1 to 99 workers	—	4	34	53	6	—	14	15
1 to 49 workers	—	4	36	48	7	—	14	15
50 to 99 workers	—	—	31	60	4	—	14	15
100 workers or more	2	4	26	49	14	6	16	15
100 to 499 workers	1	3	33	49	10	3	15	15
500 workers or more	2	4	24	49	15	6	16	15

See footnotes at end of table.

Table 34. Paid vacations: Number of annual days by service requirement,¹ State and local government workers, National Compensation Survey, March 2009—Continued

(All workers with paid vacations = 100 percent)

Characteristics	Paid vacations days by length of service ²						Mean number of days	Median number of days
	Less than 5 days	5 to 9 days	10 to 14 days	15 to 19 days	20 to 24 days	Greater than 24 days		
After 10 years								
All workers	2	2	8	52	27	8	18	18
Full time	2	2	8	53	28	8	18	18
Part time	4	7	15	48	19	6	16	16
Union	1	3	7	52	28	9	18	18
Nonunion	2	1	9	53	27	7	18	18
1 to 99 workers	—	—	11	56	24	4	17	18
1 to 49 workers	—	—	12	52	24	5	17	18
50 to 99 workers	—	—	9	62	23	3	17	18
100 workers or more	2	2	8	52	28	9	18	18
100 to 499 workers	1	2	10	54	27	7	18	18
500 workers or more	2	2	7	51	28	10	18	18
After 20 years								
All workers	2	1	5	13	48	30	22	22
Full time	1	1	5	13	48	31	22	22
Part time	4	4	10	17	49	15	19	20
Union	(³)	2	4	11	48	34	22	22
Nonunion	2	1	6	15	49	27	22	22
1 to 99 workers	—	—	10	12	47	27	21	21
1 to 49 workers	—	4	12	12	45	26	20	21
50 to 99 workers	—	—	7	13	52	28	22	22
100 workers or more	2	1	4	13	49	31	22	22
100 to 499 workers	—	1	8	16	46	29	22	21
500 workers or more	2	1	3	12	50	31	22	22

¹ Employees either are granted a specific number of days after completion of the indicated length of service or accrue days during the next 12-month period. The total number of days is assumed to be available for use immediately upon completion of the service interval. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression. Fractional vacation amounts were rounded to the nearest full number of days.

² Employees eligible for paid vacations but who have not fulfilled the minimum

service requirement are included as receiving 0 days.

³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20082009.htm.